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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q63-Q68):

### NEW QUESTION # 63

Geography framework in HCM Cloud is used for the following purpose:

- A. To define all work locations for your organization
- B. To display the geographies of a given country accessible through a lookup value versus entering each geography in a free form field
- C. To determine the address fields that display on a page when entering an address

**Answer: B**

Explanation:

Full Detailed in Depth Explanation:

The Geography framework in Oracle HCM Cloud is designed to standardize and streamline the management of geographical data. Its primary purpose is to provide a structured, validated list of geographies (e.g., countries, states, cities) accessible via lookup values, rather than allowing free-form text entry, which reduces errors and ensures consistency. Option B (determining address fields) relates to address styles, not the geography framework itself. Option C (defining work locations) is a downstream use of geographies but not the framework's primary purpose. According to the Oracle HCM Cloud "Geographies Setup" documentation, the framework's key role is to enable lookup-based geography selection, making A the correct answer.

#### NEW QUESTION # 64

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second-level approver). What are three possible causes of this behavior?

- A. The second-level approver might have approved the request.
- **B. The second-level approver might have opted for an ad hoc route.**
- C. The second-level approver might have rejected the request.
- **D. The second-level approver might have executed a pushback on the request.**
- **E. The second-level approver might have reassigned the request.**

**Answer: B,D,E**

Explanation:

In Oracle Global Human Resources Cloud, BPM Worklist manages approval workflows. A request reappearing after approval suggests a change in its routing.

Option A: Correct. A pushback from the second-level approver returns the request to prior approvers (e.g., you), causing it to reappear.

Option B: Incorrect. Rejection typically closes the request or routes it differently, not back to you unless configured unusually.

Option C: Incorrect. Approval moves it forward or completes it, not back to your worklist.

Option D: Correct. An ad hoc route (inserting additional approvers) could loop it back to you if you're included again.

Option E: Correct. Reassignment to you by the second-level approver would place it back in your worklist.

The correct answers are A, D, and E, per "Using Global Human Resources" on approval workflows.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 3: Approvals and Notifications.

#### NEW QUESTION # 65

Which task in the Setup and Maintenance work area generates position codes automatically?

- A. Manage Legal Entity HCM Information
- **B. Manage Enterprise HCM Information**
- C. Manage Position Synchronization
- D. Manage Position Codes
- E. Manage Positions

**Answer: B**

Explanation:

In Oracle Global Human Resources Cloud, position codes are unique identifiers for positions, and their automatic generation is configured at the enterprise level.

Option A: "Manage Legal Entity HCM Information" sets legal employer-specific options (e.g., worker numbers) but not position codes.

Option B: "Manage Position Synchronization" handles position-to-assignment synchronization, not code generation.

Option C: Correct. "Manage Enterprise HCM Information" allows enabling automatic position code generation across the enterprise, typically via the Position Code Generation setting.

Option D: There's no "Manage Position Codes" task; this is a fictitious option.

Option E: "Manage Positions" is for creating/editing positions but doesn't configure automatic code generation.

The correct answer is C, per "Implementing Global Human Resources" on enterprise setup.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 9: Position Structures.

#### NEW QUESTION # 66

You are assigned to work with a customer who uses Checklists. This organization is an ever-changing organization and needs to be nimble with Checklist requirements. There are many instances where Journey Templates as well as Tasks may need to be updated even after a Journey has been assigned. How can you accommodate this?

- A. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize

the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is optional to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using a list of person names. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.

- B. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is optional to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using comma-separated list of person numbers. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.
- C. You can now run the "Update Assigned Journey Attributes Based on Modified Journey Template" process to synchronize the changes. Using this process, the following is possible: The process synchronizes only journeys and tasks that are in progress and not in terminal status. It is mandatory to provide a checklist name if you provide the task name parameter. The checklist name and task name parameters you select display as IDs in the ESS Process Details dialog box. You can choose to update attributes in an assigned journey or task for specific persons using comma-separated list of person numbers. If person numbers are not provided, the attributes will be synced across all open allocations of that journey and task.

**Answer: B**

Explanation:

The "Update Assigned Journey Attributes Based on Modified Journey Template" process in Oracle HCM Cloud allows updates to assigned journeys and tasks after modifications to the underlying template. The documentation specifies that this process synchronizes only in-progress journeys/tasks (not terminal statuses like Completed or Cancelled). Key parameters include Checklist Name and Task Name, where providing a Task Name makes Checklist Name optional-not mandatory-allowing flexibility in targeting specific tasks across checklists. Parameters are displayed as IDs in the ESS Process Details dialog box. Users can specify a comma-separated list of person numbers to limit updates to specific individuals; otherwise, all open allocations are updated.

Option A incorrectly mentions "list of person names" instead of person numbers, which is not supported.

Option B wrongly states that Checklist Name is mandatory with Task Name, contradicting the documentation.

Option C correctly aligns with Oracle's description: optional Checklist Name with Task Name, comma-separated person numbers, and broad synchronization if unspecified, making it the accurate choice.

References: Oracle Docs - "Using Global Human Resources" (docs.oracle.com, published 2023-10-03), Checklists section.

## NEW QUESTION # 67

Grade structures (grades, grade rates, and grade ladder) were configured for your customer and the required employee assignment data was migrated to the system. However, there was a change in requirement and the customer decided to delete some grades because they were no longer used. When you try to delete one such grade from the system, the system throws an error. Identify three possible reasons for the system error.

(Choose three.)

- A. A grade cannot be deleted and can only be made inactive by changing the status to "Inactive".
- B. The grade is linked to a grade ladder.
- C. There are assignment records of one or more employees associated with this grade.
- D. A grade cannot be deleted and can only be end-dated.
- E. The grade has grade rates defined.

**Answer: B,C,E**

Explanation:

Full Detailed in Depth Explanation:

In Oracle HCM Cloud, grades are part of the compensation and job structure. Deleting a grade is restricted if it's referenced elsewhere in the system.

Option A ("There are assignment records of one or more employees associated with this grade"): True. If an employee's assignment references the grade, deletion is blocked to maintain data integrity, per the "Implementing Global Human Resources" guide.

Option B ("The grade has grade rates defined"): True. Grade rates (e.g., salary ranges) linked to the grade prevent deletion until removed.

Option C ("The grade is linked to a grade ladder"): True. Grades in a grade ladder (progression structure) cannot be deleted until unlinked.

Option D ("A grade cannot be deleted and can only be made inactive by changing the status to 'Inactive'"): False.

False. Grades can be deleted if no dependencies exist; inactivation is an alternative, not a requirement.

Option E ("A grade cannot be deleted and can only be end-dated"): False. End-dating is an option, but deletion is possible if constraints are cleared.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Grade management and dependencies.

"Oracle Human Resources Cloud: Using Workforce Structures" - Grade deletion rules.

## NEW QUESTION # 68

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